ORDINANCE NO: 2389

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, AMENDING PAY PLANS "N" AND "E" IN ORDER TO SET SALARIES FOR NON-UNION AND EXECUTIVE EMPLOYEES FOR THE YEAR 2008; PROVIDING FOR SEVERABILITY AND ESTABLISHING AN EFFECTIVE DATE.

WHEREAS, Resolution No. 1142 calls for an adjustment of salaries in keeping with changes in salaries in the local labor market of both private and municipal employers; and

WHEREAS, these changes should now be reflected by amending the respective pay plans for non-union and executive employees; now, therefore,

THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, DO ORDAIN AS FOLLOWS:

Section 1. Pay Plans Adopted. (A) Effective January 1, 2008, Pay Plan "N" covering non-union employees is hereby amended to grant a 3.41 percent across-the-board increase in salaries over those salaries in effect on December 31, 2007, as adopted by Ordinance No. 2315. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full. In addition, effective January 1, 2008, all non-union employees covered by Pay Plan "N" shall receive an increase equal to the difference, if any, between the 3.41 percent granted by the preceding sentence and the amount of the salary or wage increase, if any, ultimately agreed to by the City and the Redmond City Hall Employees Association (RCHEA) for 2008, provided that only non-union employees who are employed by the City on or after the date that an agreement is reached with RCHEA on any such increase shall be entitled to receive such increase. The deferred amount that is described above is therefore intended to qualify as non-qualified deferred compensation pursuant to the Internal Revenue Code of 1986, as amended, and is subject to a substantial risk of forfeiture.

(B) Effective January 1, 2008, Pay Plan "E" covering executive employees is hereby amended to reflect a 3.41 percent increase in salary ranges over those salary ranges in effect on December 31, 2007, as adopted by Ordinance No. 2315. The amended Pay Plan is attached as Exhibit 2 and incorporated herein as if set forth in full. In addition, effective January 1, 2008, these ranges shall be adjusted equal to the difference, if any, between the 3.41 percent granted by the preceding sentence and the amount of the salary or wage increase, if any, ultimately agreed to by the City and the Redmond City Hall Employees Association (RCHEA) for 2008, provided that only executive employees who are employed by the City on or after the date that an agreement is reached with RCHEA on any such increase shall be entitled to receive any increase that would apply to the employee's position by virtue of the adjustment to the range. The deferred amount that is described above is therefore intended to qualify as non-qualified deferred compensation pursuant to the Internal Revenue Code of 1986, as amended, and is subject to a substantial risk of forfeiture.

Section 2. Accreditation Pay. Non-Union, Non-Executive, employees in support positions, excluding Assistant Police Chief and Police Commanders, in the Police Department are hereby granted accreditation incentive pay in the amount of 1.25 percent, consistent with represented employees in the Police Department, to be added to their monthly base salary so long as the City of Redmond Police Department maintains national accreditation by the Commission on Accreditation for Law Enforcement Agencies.

Section 3. Severability. If any section, sentence, clause or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this ordinance.

Section 4. Effective Date. This ordinance, being an administrative action, is not subject to referendum and shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper.

TY OF REDMOND

ATTEST/AUTHENTICATED:

CLERK, MALISA EÍL

APPROVED AS TO FORM

OFFICE OF THE CITY ATTORNEY:

FILED WITH THE CITY CLERK:

PASSED BY THE CITY COUNCIL:

SIGNED BY THE MAYOR:

PUBLISHED:

EFFECTIVE DATE:

ORDINANCE NO.: 2389

December 14, 2007

December 18, 2007

December 18, 2007

December 24, 2007

December 29, 2007 - Effective date of Ordinance

January 1, 2008 - Effective date of Salaries

City of Redmond Non-Union Employees 2008 Pay Plan

Grade	Title	Minimum	Midpoint	Maximum
NA01	Accounting Manager	\$5,683	\$7,125	\$8,566
NA10	Administrative Assistant	\$2,789	\$3,468	\$4,146
NA20	Administrative Specialist	\$2,911	\$3,660	\$4,409
NA30	Administrative Supervisor	\$4,486	\$5,213	\$5,939
NA40	Applications Services Manager	\$6,251	\$7,944	\$9,636
NA50	Assistant Director Public Works	\$6,811	\$8,449	\$10,086
NA70	Assistant Maintenance Manager	\$5,996	\$6,822	\$7,647
NA80	Assistant Police Chief	\$8,234	\$9,156	\$10,078
NB01	Benefits Administrator	\$3,522	\$4,469	\$5,415
NB10	Building Official	\$6,287	\$7,151	\$8,014
NB20	Business Operations Manager	\$5,158	\$5,992	\$6,826
NP50	Chief Communications Manager	\$6,389	\$7,753	\$9,116
NM80	Chief Policy Advisor	\$6,887	\$8,087	\$9,286
NC01	City Clerk	\$6,209	\$7,165	\$8,121
NC25	Compensation Analyst	\$3,725	\$4,674	\$5,622
NC10	Compensation and Benefits Manager	\$5,148	\$6,481	\$7,814
NC30	Computer Forensic Investigator - Senior	\$3,990	\$5,107	\$6,224
ND01	Department Administrative Coordinator	\$3,463	\$4,233	\$5,002
NA60	Deputy Fire Chief	\$8,032	\$8,823	\$9,613
ND05	Deputy Parks Director	\$6,832	\$7,872	\$8,911
ND10	Deputy Planning Director	\$7,027	\$8,040	\$9,053
NE01	Emergency Preparedness Manager	\$5,416	\$6,194	\$6,971
NE10	Employment and Training Manager	\$5,183	\$6,184	\$7, 185
NE20	Engineer - Senior	\$5,741	\$6,916	\$8,090
NE30	Engineering Manager	\$5,905	\$7,349	\$8,792
NE40	Executive Assistant	\$3,686	\$4,537	\$5,388
NF01	Facilities Maintenance Supervisor	\$5,084	\$5,929	\$6,773
NF20	Financial Analyst	\$4,154	\$5,223	\$6,292
NF10	Financial Analyst - Associate	\$3,426	\$4,367	\$5,308
NF30	Financial Analyst - Senior	\$4,619	\$5,962	\$7,304
NF40	Financial Planning Manager	\$6,774	\$8,350	\$9,926
NF50	Fleet Manager	\$5,731	\$6,430	\$7,128

City of Redmond Non-Union Employees 2008 Pay Plan

Grade	Title	Minimum	Midpoint	Maximum
NH01	Human Resources Assistant	\$2,923	\$3,590	\$4,257
NH10	Human Resources Generalist	\$3,831	\$4,743	\$5,655
NH20	Human Services Manager	\$6,211	\$6,819	\$7,426
NI01	Inspection Supervisor	\$5,358	\$6,083	\$6,807
NI10	IS Manager	\$6,802	\$8,500	\$10,198
NM01	Maintenance Manager	\$6,731	\$7,630	\$8,528
NM10	Maintenance Operations Supervisor - Storm Water	\$5,307	\$6,043	\$6,779
NM20	Maintenance Operations Supervisor - Streets	\$5,343	\$6,097	\$6,851
NM30	Maintenance Operations Supervisor - Wastewater	\$5,307	\$6,043	\$6,779
NM40	Maintenance Operations Supervisor - Water Operations	\$5,307	\$6,043	\$6,779
NM60	Management Analyst	\$3,887	\$4,983	\$6,078
NM50	Management Analyst - Associate	\$3,383	\$4,335	\$5,287
NM70	Management Analyst - Senior	\$4,471	\$5,731	\$6,991
10NN	Network Communications Manager	\$6,016	\$7,589	\$9,162
NP05	Parks Maintenance Supervisor	\$4,686	\$5,289	\$5,892
NP10	Parks Operations Supervisor	\$5,087	\$5,819	\$6,550
NP20	Parks Planning Manager	\$6,386	\$7,022	\$7,658
NP30	Payroll Supervisor	\$4,463	\$5,507	\$6,550
NP40	Planning Manager - Development Review	\$6,363	\$7,410	\$8,457
NP60	Planning Manager - Policy and Comprehensive Planning	\$6,683	\$7,791	\$8,898
NP65	Police Commander	\$8,123	\$8,533	\$8,942
NP70	Program Manager	\$5,379	\$6,121	\$6,862
NP80	Prosecuting Attorney	\$5,341	\$6,207	\$7,073
NP90	Purchasing/Accounts Payable Manager	\$5,548	\$6,927	\$8,305
NR01	Real Property Manager	\$5,237	\$5,937	\$6,636
NR10	Recreation Division Manager	\$6,339	\$7,349	\$8,359
NR20	Recreation Program Manager	\$5,341	\$6,034	\$6,727
NU01	Revenue Manager	\$5,663	\$6,767	\$7,871
NR30	Risk Manager	\$5,773	\$7,381	\$8,989
NS02	Senior Labor Analyst	\$5,273	\$6,160	\$7,047
NS10	Supervising Attorney	\$7,013	\$8,153	\$9,293
NS20	Support Services Manager	\$5,541	\$6,966	\$8,391

CITY OF REDMOND PAY PLAN "E" - EXECUTIVE PAY PLAN 2008

Grade	Title	Minimum	Midpoint	Maximum
1	Human Resources Director	\$7,563	\$9,119	\$10,674
2	Planning Director	\$8,116	\$9,431	\$10,746
3	Parks Director	\$8,344	\$9,694	\$11,044
4	Assistant to the Mayor	\$8,072	\$9,543	\$11,014
5	Fire Chief Police Chief	\$8,611	\$10,102	\$11,593
6	Finance Director Public Works Director	\$8,402	\$10,113	\$11,824